

19 November 1967

Dear Mr. Karamessines:

This is an informal note to you and concerns the matter I talked about with you roughly one year ago, namely my retirement.

Early in the present year, I met you by chance in the South Cafeteria and you inquired how things were going and kindly invited me to stop by at your office to tell you what had developed since my previous conversations with you. While I greatly appreciated your consideration, both of the moment and previously, I felt it was inappropriate to take up your time to discuss a personal matter which then was not a problem. However, since that time the situation has changed.

Briefly, for background, I wish to recapitulate the following facts. I had been informed by the gentlemen who were involved in the processing of my retirement and who claimed to be representing the views of higher authority that there was no possibility of being extended under the Agency's retirement system. There were only three ways, I was told, by which I could get the extension I sought and my superiors requested:

- a. Retire under Civil Service.
- b. Accept some kind of a contract.
- c. Convert status to something called an "accepted appointment", I believe.

I remarked to the officers with whom I was dealing that I would like to discuss the situation with Mr. Karamessines who had indicated to me that no reasonable possibility was excluded. Word came back to me the next day that "there was no need to discuss the matter with Mr. Karamessines".

Of the above choices, it seemed to me and it appeared to be the view of the retirement officials, that retirement under Civil Service was the best. The contract proposal had serious disadvantages and the "accepted appointment" required taking a one-grade reduction, which I could not but regard as a crowning insult particularly in view of the fact that personnel under

- 2 -

consideration to replace me were actually one grade higher in rank than I was. Thus, I accepted by written memorandum the transfer to Civil Service, but made the plea that the extension not be precisely limited to exactly one year on the grounds that the sentiment in Congress appeared to be very favorable toward granting the civil servant substantial benefits which would greatly assist the retiring employee in an inflationary economy. I could not help recalling also the pledge I had made in good faith upon entering the Career Service a good many years ago. I had felt assured at that time of a career lasting to the age of 65. My memorandum was approved by the DD/P with his notation, however, that the extension be for one year.

The real reason I am writing this to you now is because, after all of the foregoing, the following two things occurred:

- a. Early in 1967, I received a call from an office in the Magazine Building concerned with retirement. I was asked to go there to discuss "something that may be of considerable benefit to me upon retirement". The substance of the matter turned out to be that the Director of Personnel, upon learning that I elected Civil Service retirement, had sent word to this office to inquire whether I was aware that I could obtain an extension under the Agency system. I could only answer with some amazement by saying that that was exactly what I had asked for in the first place. I was told to sit tight and that a memorandum would go forward stating my position. Meanwhile, a set of comparative figures was given to me in writing showing that by retiring under Civil Service I would lose somewhat over \$600 a year, a meaningful figure in inflationary times. Some weeks later I received a call from this same office informing me that nothing would be done after all. It doesn't take much hard thinking, of course, to realize what had happened. It seems to me that there can be no doubt that in my earlier discussions with retirement officials I was grossly misled into believing I could not be extended under the Agency system - yet, the Director of Personnel himself, in the proper pursuit of his responsibilities, inquired why I did not elect that system.
- b. I have become aware that since I have been rejected for extension under Agency retirement, others have been

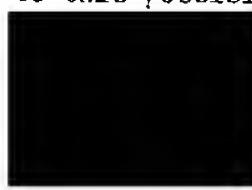
- 3 -

granted extensions. Among them are persons in my grade, by no means occupying critical positions, and, at least in one case, older in years than I am. I have not in the past, do not now, and never shall ask for special favors or for more than others get. On the other hand, I am most reluctant to settle for much less unless it can be demonstrated that I do not deserve it. The retirement annuity is the final, fixed foundation for the average employee's livelihood in his later years.

Finally, Mr. Karamessines, I would like to mention again the matter which originally prompted me to visit you in late 1966. I felt then that something related to my experience in the Africa Division had a bearing on the question of my extension. You told me you knew nothing about this matter and were sure the record contained no blemish. Whether in the record or not, I cannot escape the conclusion that the decision-making authorities, whoever they may be, have been influenced by someone or something to my disadvantage. I regret that I have to say that I am today most rueful over the fact that I remained silent when on 21 August 1963 I was coldly sacked by the Africa Division for reasons never explained to me to this date and, without any indication whatever, then or previously, of the slightest dissatisfaction with my performance. If there actually is nothing in the record, there certainly should be. I have asked, to no avail, to see the record and to be given the reasons for this action. Even if there is no recorded blot on my record, there is indeed a deep dent in my own pride and inevitably in my admiration for the kind of management which would permit such things to occur. By remaining silent regarding this matter, I served neither the interests of the Agency nor those of my colleagues.

I wish to conclude by saying that I am most grateful to you, Mr. Karamessines, for your consideration and interest in the past and for lending your attention to this possibly final communication from me.

25X1A



Tab B

25X1A 20 June 1962 [redacted] was notified by the Agency Retirement Board that his "optional retirement date" would be March 1967.

25X1A 22 June 1965 The Clandestine Services Career Service Board with CS members of the Agency Retirement Board reviewed [redacted] case with [redacted] A Chief, [redacted] was to discuss [redacted] retiree. 25X1A

25X1A 7 September 1965 Chief [redacted] advised DDP/Ops by memorandum that [redacted] had discussed retirement with [redacted] had no interest in early retirement. [redacted] definitely prefers to wait for his Civil Service retirement in March 1967.

25X1A 16 September 1965 [redacted] volunteered for a Saigon assignment. This was subsequently denied for medical reasons.

25X1A 23 September 1965 [redacted] was given retirement annuity information comparing both the CIA and CSR Systems as of 30 November 1965.

25X1A 16 June 1966 [redacted] was given a memorandum from [redacted] calling attention to the following retirement options: Retirement under the Agency System as of 30 September 1966 with an annuity of \$7,223; retirement under Civil Service System on 31 March 1967 with an annuity of \$6,994.

25X1A 20 September 1966 [redacted] signed and submitted an Application for Retirement under the CIA Retirement and Disability System. This was submitted to the CIA Retirement Board on 26 September 1966. The application was accompanied by a signed statement by [redacted] requesting that retirement be on 31 December 1966. A separate memorandum by the Deputy Director for Plans requested extension of [redacted] service until then to find a replacement for him.

25X1A 14 October 1966 [redacted] Division forwarded a request that the Director extend [redacted] employment for one year beyond the date of his scheduled retirement of 31 December 1966. This request was withdrawn 1 November.

25X1A 18 October 1966 [REDACTED] application as a participant in the CIA Retirement System was approved by the Retirement Board. Learning of the request to extend the retirement date another year, before forwarding the application to the Director for approval, the Board requested assurance that [REDACTED] would adhere to the 31 December 1966 date. 25X1A

25X1A 15 November 1966 [REDACTED] not having provided the requested assurance, the Board returned the application to the DDP for further review.

25X1A 5 December 1966 [REDACTED] was offered the following alternatives for retirement: Retirement under the Agency's System as of 31 December 1966, becoming thereafter a Re-employed Annuitant effective 1 January 1967 at GS-14 level; remain in the Civil Service System and remain to 31 December 1967 at the same grade; retire under the Agency System as of 31 December 1966, and become a Recalled Annuitant at GS-13 level.

25X1A 27 December 1966 [REDACTED] submitted a request to the Deputy Director for Plans that he remain in the Civil Service Retirement System, "provided the date of retirement is deferred for about one year."

3 January 1967 The Deputy Director for Plans notified [REDACTED] by memorandum that his "deferral of retirement under the Civil Service Retirement System has been approved until 31 December 1967, or an earlier date as may be agreed upon." The memorandum also said that a further extension of retirement beyond that date would not be considered feasible. 25X1A

25X1A 20 September 1967 [REDACTED] Division memorandum notes that a reorganization would make a replacement for [REDACTED] unnecessary. 25X1A

25X1A 19 November 1967 [REDACTED] addressed a letter to Mr. Karamessines about his retirement. Among other things, that letter stated that someone in the Office of Personnel in early 1967 told [REDACTED] that he could obtain a pension under the Agency System. [REDACTED] believes, therefore, that something to which he was entitled had been withheld from him. His letter also reviewed various proposals made to him, including a contract or special appointment following retirement. A copy 25X1A 25X1A

25X1A

of the letter is attached to the letter of appeal addressed to the Director. Subsequently, [REDACTED] met with Mr. Karamessines and was told that his request for a change in retirement status would not be approved by Mr. Karamessines, but that he did have the right of appeal.

25X1A 31 December 1967

[REDACTED] addressed his letter of appeal to the Director.

SECRET

Approved For Release 2001/03/23 : CIA-RDP84-00688R000200250008-0

1 SEP 1973

MEMORANDUM FOR: Director of Personnel

25X1A SUBJECT :

Request for Designation as
Participant in CIARDS

25X1A

1. Forwarded herewith is a memorandum from Mr. [REDACTED] indicating that he wishes to appeal your decision disapproving his request for inclusion in the CIA Retirement and Disability System.

25X1A

2. [REDACTED] memorandum indicated that in 1966 he was encouraged to submit his request for inclusion in CIARDS by the Office of Security. [REDACTED] statement is absolutely true. The Office of Security believed that certain types of service performed in the U.S. by Office of Security employees was in fact qualifying service for CIARDS. [REDACTED] had had a great deal of service of such nature and it was felt by the office that his case was a good one to establish precedence which would be followed in the future. The then Deputy Director of Security, [REDACTED] prepared a presentation to the Board supporting [REDACTED] application and a copy of his presentation is attached to your information. [REDACTED] does not recall whether the presentation was actually given to the Board but the paper accurately sets forth the position of the Office of Security.

25X1A

3. [REDACTED] memorandum also states that he was unaware that a decision had to be made immediately regarding acceptance or rejection of the CIA Retirement and Disability System. The memorandum further indicates that [REDACTED] really did not understand the pros and cons of accepting benefits under CIARDS versus benefits under the Civil Service Commission Retirement System.

E2 IMPDET
C1 By 011018

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25X1A 4. The only information in Office of Security records which deals with these points are a memorandum dated 7 November 1966 prepared by [REDACTED] setting forth^{25X1A} a conversation with [REDACTED] on the subject and a memorandum for the record prepared by [REDACTED], Chief, Personnel Branch/A&TS/OS setting forth his efforts to be sure that [REDACTED] was aware of the benefits both under CIARDS and CSC. For the information of the Director of Personnel, copies of both these memorandums are attached.

25X1A 5. From the standpoint of the Office of Security, we supported [REDACTED] request in 1966 and continue to support his request in 1973 under the theory that his service was qualifying under the Act establishing the CIA Retirement and Disability System. That service was declared by the Board to be qualifying and we continue to support [REDACTED]^{5X1A} application irrespective of his prior declination of inclusion under CIARDS.

25X1A

[REDACTED]
Howard J. O'born
Director of Security

Attachments

SECRET

Approved For Release 2001/03/23 : CIA-RDP84-00688R000200250008-0

6 December 1973

MEMORANDUM FOR: Director of Personnel

SUBJECT : Request to be Designated as a
Participant in the CIA Retirement
and Disability System

1. Reference is made to my memorandum dated
6 September 1973 which requested that my case be recon-
sidered for inclusion in the CIARD Program.

2. Further reference is made to your memorandum
dated 21 November 1973 which advised that my request
had been disapproved. By my telephonic conversation
with [REDACTED] on 30 November 1973 the CIA Retirement
Board was notified of my desire to appeal that decision.

25X1A
3. In connection with the foregoing I have set
forth to best of my recollection all of the pertinent
background that led to my decision on 7 November 1966
not to become a participant in the CIARDS Program after I
had been approved for same. I hope that it will be
apparent to you and other Agency Officials after review-
ing this matter that I did not realize the implications
of the action that I took on 7 November 1966 and that in
fairness to me I respectfully request that you and others
concerned reconsider my case on its merits and designate
me as a participant in the CIARD Program.

[REDACTED]
A
Office of Security
Clearance Division
Room 3E29

See attached

SECRET

E2 IMPDET CL BY 01/13/88

6 December 1973

In late 1965, I was informed that CIA has been granted permission by Congress to form its own retirement and disability system. Since very few could qualify within Security, because a total of five years overseas service was the prime qualifying factor, it was recommended that I apply because of my background of Special Assignments which covered exposure to conditions of a hazardous nature both to health and life. I therefore documented my activities over the past 15 years on paper. I was told that it did not mean that if I qualified it was mandatory for me to except the CIARDS system. I was told by my supervisor in the Office of Security that the main reason for their wanting me to write up my activities was to ascertain what the board recognized as qualifying service - in other words my application was to be a test case that would establish a precedent for others in the Office of Security.

With the above understanding I went to work researching files and gathering facts relative to my past assignments with the Office of Security, all of which is reflected in the Detailed Description of my activity with the Security Report attached herewith as Exhibit A. There was nothing in writing or verbally related to me at the outset that I would have to make a decision as to excepting CSC or CIARDS. As a matter of fact, it was to the contrary, all concerned indicated that I did not have to commit myself to the CIARD, until I was ready to retire; that I should advise the Personnel Office at least 18 months before my retirement was confirmed.

However, during the subsequent interviews with Personnel Officers and Security Officials alike they were firm but polite in their attempt to persuade me to accept CIARDS immediately especially since it was granted to me and because they thought that it would be embarrassing to Security to push my case and then for me to except CIARDS. This went on for a few weeks and finally I was presented with the attached memorandum, Exhibit B, by Security Personnel who told me to sign it, which I did, if for no other reason I can think of now but to get out from under the repetitious discussions and pressure that I was bombarded with daily. Very frankly I did not take the time to read attachment B in its entirety and have no recollection of paragraph #3 which denied the privilege of changing my mind at a later date.

SECRET

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My reluctance to sign was twofold. I felt it was unfair that I had to make my mind so far in advance of any thoughts of retirement and secondly I felt that if I did take CIARDS that it might be used to reduce the Agency personnel and I'd be a victim, Exhibit C. On the other hand, since there was nothing exceptional about CIARDS at the time and because I understood that it did not include the cost of living allowance nor was there any definite assurance that it would become a permanent retirement program for Agency personnel I was not convinced of the value of my being included as a participant at the time. It was not until I received the memorandum of 21 November 1973 from the Director of Personnel that I became aware of the implications of my signature on Exhibit B. At the time I was told that if I did not desire the CIARDS Program to check the second box and sign the form which I did without any discussion with the Security Personnel Officer who confronted me with the memorandum. I honestly believe that I had an open option to either the CIARD or CSC Retirement System which I could exercise at a later date before deciding to retire at least 18 months before committing myself to a definite date.

Since 1966 a number of Security people have been successful in obtaining the benefits of CIARDS. A few have asked me for permission to use my paper Exhibit A as a guide in preparation in their applications.

Therefore, it would be ironic and most discouraging to leave with the knowledge that I was disqualified from participating in CIARDS while others who used my months of research and preparation qualified especially knowing that I was disqualified on a technicality that was not fully understood nor presented properly by those who were aware of the benefits derived from CIARDS upon retirement as compared to CSC.

I therefore request that you reconsider my case and judge it on its merits. I believe that after you review my service record and devotion to duty under the many days and months of physical and mental endurance that you will agree with me that I am entitled to designation as a participant in the CIARDS Program. I will be available to appear before you individually or before the full board or before the Inspector General of the DCI at their convenience.

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I think I have been treated unfairly and intend
to vigorously pursue this matter.



25X1A

SECRET

DATE 11/21/73

21 NOV 1973

STATINTL MEMORANDUM FOR: [REDACTED]

THROUGH : Deputy Director for Management and Services
Director of Security

SUBJECT : Request to be Designated as a Participant
in the CIA Retirement and Disability System

1. The CIA Retirement Board has reviewed your request to be designated as a participant in the CIA Retirement and Disability System and has recommended that your request not be approved. The Board based their decision on the fact that, in 1966, you were afforded the right to elect to become a participant in the System for the duration of your employment by the Agency and at that time you elected not to become a participant. The Board noted that the memorandum which you signed at that time contained the statement, "If you should elect not to remain a participant in the System, you will be continued under the Civil Service Retirement System. Once your election has been made, you do not have the privilege of changing it at some later date."

2. Based upon my review of the facts in your case, and the conclusion of the CIA Retirement Board, I have made the determination required by regulation that you are not eligible for designation as a participant in the CIA Retirement and Disability System.

3. As provided in the regulation, you are entitled to appeal my determination to the Director if you wish to do so. Such appeal must be received in that Office within 10 calendar days from the date of this memorandum.

[REDACTED]
ILLEGIB

/s/ John F. Blake
John F. Blake
Director of Personnel

06 NOV 1973

NOTE FOR: Director of Personnel

STATINTL

SUBJECT : Request for Designation as a Participant in the CIA Retirement and Disability System - [REDACTED]

STATINTL

[REDACTED] has requested that he be approved for participation in the CIA Retirement and Disability System based partially on domestic qualifying service.

STATINTL

[REDACTED] was originally nominated for participation in CIARDS on 31 March 1966, based partially on domestic service. The nomination was approved by the CIA Retirement Board on 13 September 1966, and since this was the first such case it was sent forward for the review of the Executive Director-Comptroller. The Executive Director-Comptroller then discussed this matter with the Director and both concurred that this particular case was qualifying for CIARDS. On 25 October 1966 an Election-to-Remain memorandum was forwarded to

STATINTL

[REDACTED] On 7 November 1966 he signed this memorandum and indicated that he did NOT elect to remain a participant in the System. Following receipt of this memorandum, [REDACTED] then Chief/CIA Retirement Staff, talked at length with [REDACTED] regarding this election and explained the advantages included. [REDACTED] was leary of the involuntary retirement provisions of the System and declined to participate at that time. [REDACTED] discussed this matter with [REDACTED] however, his decision was still the same.

STATINTL

In summary, [REDACTED] was approved for participation, was afforded his vested right of election, and declined to become a participant in the System.

STATINTL

[REDACTED] now requests that his case be reconsidered and that he be approved for designation as a participant in CIARDS. The Director of Security has concurred in this request. The Deputy Director for Management and Services concurred in submission of the request only.

STATINTL

Attached is a copy of the election form which [REDACTED] completed. You will note that he checked the box by which he elected not to remain a participant in CIARDS for the duration of his employment by the Agency. You will also note in paragraph 3 of that election form that he was advised that once his election had been made, he would not have the privilege of changing it at some later date. If we are not going to enforce these requirements, we ought to get rid of them. My own view is that [REDACTED] had his option, chose to opt

STATINTL

out of CIARDS for whatever reasons he had, and that he now should not be permitted back into the System. Since this case had been to the Retirement Board, which had reviewed his initial eligibility for designation as a participant, I suggest we send the case again to the Retirement Board for its review and recommendation to you.

STATINTL

Att



ROUTING AND RECORD SHEET

SUBJECT: (Optional)

STATINTL Reconsideration of [REDACTED] for Inclusion in CIARDS

FROM:	DD/Pers/SP 5E-67 Hqs.		EXTENSION NO.	DATE
		6872	25 OCT 1973	
TO: (Officer designation, room number, and building)		DATE RECEIVED / FORWARDERD	OFFICER'S INITIALS I J C	COMMENTS (Number each comment to show from whom to whom. Draw a line across column after each comment.)
1. Mr. John S. Warner 7D-01 Hqs.		10/26/73	10/26/73 jsc	John: STATINTL We now have a request that [REDACTED] be admitted to CIARDS. You might remember this case. If not, the notes on top of the file might refresh your memory. This man was actually approved on 13 September 1966 on the basis of domestic qualifying service. You will also note that the man chose not to be admitted and indicated that he did not elect to remain a participant in the System for fear that it would be used as an instrument to effect his separation. Now he wants in. The question, of course, is the effect of the election which he made in 1966. If we are to give any meaning to an election to remain or not remain in the System, I don't see how we can allow a man to decide to go in or out at will. Would you review this case and provide us the necessary legal opinion upon which we can base a reply?
2. [REDACTED]				
3. DD/Pers /SP 5E67 Hqs.				
4.				
5.				
6.				
7.				
8.				
9.				
10.				
11.				
12.				
13.				
14.				
15.				

Ben: In view of the signed exercise of option dated 25 Oct 1966 which includes the sentence, "Once your election has been made, you do not have the privilege of changing it at some later date." I think we ought to stick by our position. Nevertheless, I do not think we are legally barred if we wished to permit a change of election.

STATINTL
STATINTL

1. [REDACTED] was nominated, on 31 March 1966, for participation in CIAROS based partially on domestic service, as a test case by the Office of Security.

2. This case was approved by the CIA Retirement Board on 13 September 1966, and since this was the first such case it was sent forward for the review of the Executive Director-Comptroller. Col. White then discussed this with the Director and both concurred that this particular case was qualifying for CIAROS.

STATINTL

3. On 25 October 1966 an Election to Remain was forwarded to [REDACTED] On 7 November 1966 he signed the memorandum and indicated that he did NOT elect to remain a participant in the System.

STATINTL

STATINTL

4. Following receipt of this memorandum, [REDACTED] STATINTL Chief, CIA Retirement Staff, talked at length with [REDACTED] regarding this election and explained the advantages included. [REDACTED] was leary of the involuntary retirement provision of the System and declined to participate at that time. [REDACTED] discussed this matter with [REDACTED] however, his decision was still the same.

STATINTL

STATINTL

5. In summary, [REDACTED] was approved for participation, was afforded his vested right of election, and declined to become a participant in the System.

log:

*We recommend that [REDACTED]
NOT be affected*

STATINTL

RG

PERS 73-438

30 SEP 1973

MEMORANDUM FOR: Director of Personnel
THROUGH : Deputy Director for Management and Services
SUBJECT : [REDACTED]
25X1A Nomination for participation in the CIA
Retirement and Disability System

1. This memorandum submits a recommendation for the concurrence of the Deputy Director for Management and Services and the approval of the Director of Personnel; this recommendation is contained in paragraph 3.

2. [REDACTED] was approved for participation in the CIA Retirement and Disability System in October 1966. He elected not to become a participant at that time because of his concern that participation in CIARDS might eventually result in some pressure for his retirement at age 50. His discussions with personnel officers at that time did not completely allay this apprehension.

25X1A 3. [REDACTED] is now requesting reconsideration for inclusion in CIARDS in order to provide him a firm basis upon which to make his future retirement plans. 25X1A

4. In view of the nature of [REDACTED] Agency service as previously evaluated by the Retirement Board, it is recommended that his application for participation in the CIA Retirement and Disability System be approved.

[REDACTED]
Howard J. Usborn
Director of Security

Attachments

Form 3100
Memo dtd 23 July 1973

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Approved For Release 2001/03/23 : CIA-RDP84-00688R000200250008-0

25X1A

SUBJECT: [REDACTED]

Nomination for Participation in the CIA
Retirement and Disability System

CONCURRENCE: *in submission of request only

25X1A

[REDACTED]

/ HAROLD L. BROWMAN
Deputy Director
for
Management and Services

25 Sept 73

Date

The recommendation in paragraph 3 is approved.

John F. Blake
Director of Personnel

Date

Distribution:

Orig & 1 - Adse
2 - DD/M&S

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~~SECRET~~

23 July 1973

MEMORANDUM FOR: Chief, Planning, Program and
Administrative Division

THROUGH : Chief, Clearance Division

STATINTL SUBJECT : [REDACTED]
Personnel Matter-CIARD

1. It is requested that the undersigned CIARD case be re-opened for review and reconsideration for inclusion in the CIARD Program.

2. The undersigned's personnel file should reflect the appropriate material needed for review of my case, which was approved in 1965. However, at the time, I did not commit myself to the CIARD Program.

3. I now wish to be placed in the CIARD Program and am available for appearance before STATINTL Board, at its convenience.



I fully understand that if I am designated as a participant, I will elect to become a participant in the CIA Retirement and Disability System.

[REDACTED] NTL

A large rectangular black redaction box covering several lines of text.

(Note: This is a revision of

[REDACTED] original memo
dated 23 July 1973.)

STATINTL

6 September 1973

MEMORANDUM FOR: Chief, Plans, Programs and
Administration Division

THROUGH : Chief, Clearance Division

STATINTL SUBJECT : [REDACTED]
Personnel Matter - CIARDS

1. It is requested that the undersigned be
considered for inclusion in the CIARD Program.

2. Subject case was first introduced in
October 1966 at which time the option was presented
for enrollment in the CIARD Program. At that time
it was determined that this action was not in the
best interests of the undersigned because enrollment
in the CIARD Program, at the time was considered an
invitation for the 701 Program. This may not have
been so, but caution was advisable, especially since
the personnel people with whom the undersigned dis-
cussed the CIARDS opposed to CSC retirement, did
leave that inference.

3. It is requested that this conversion
action be taken at the present time because in the
past year a few individuals known to me who have
requested CIARDS prior to retirement and have not
qualified for the CIARDS, felt that if they had more
time to properly prepare and present their case to
the CIARD Board they may have been able to qualify.

4. The undersigned is not at this time
identifying as an applicant retiree, but recognizes
that he will be eligible for retirement within four
to five years. This matter is presented for your
consideration in order that the undersigned may be
eligible for retirement under the CIARD Program at
such time as retirement is appropriate.

[REDACTED] TINTL

7 November 1966

MEMORANDUM FOR: Acting Chairman, Career Service Board

25X1A

SUBJECT

[REDACTED]
(Participation in CIA Retirement
and Disability System)

25X1A

1. I talked with [REDACTED] on 3 November 1966 relative to his option to participate in the CIA Retirement and Disability System. [REDACTED] is aware that the Office of Security had extended considerable effort to establish portions of his service as a Special Agent as qualifying under the Agency System. Prior to our discussion, [REDACTED] had had all aspects of the CIA System and the Civil Service Retirement System explained to him by a representative from the Office of Personnel.

25X1A

2. [REDACTED] was emphatic in saying he did not want to participate in the CIA System and preferred to remain under the provisions of Civil Service Retirement. He based this decision on the higher maximum annuity of the Civil Service System, which is 80 per cent of the highest five years of service, as opposed to 70 per cent under the CIA System. [REDACTED] noted that at his present age of 45 he would have approximately 40 years of service at age 60.

25X1A

3. I detected that [REDACTED] decision may have been influenced somewhat by a fear that the CIA System might result in mandatory retirement at sometime after he obtained age 50. I endeavored to dissuade him of this apprehension.

[REDACTED]
1A

Deputy Director of Security (IOS)

25X1A

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